

Message Text

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ACTION MMO-02

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-----089348 282109Z /70
P 281310Z APR 78
FM AMEMBASSY MADRID
TO SECSTATE WASHDC PRIORITY 4387

LIMITED OFFICIAL USE SECTION 01 OF 07 MADRID 04585

FROM THE AMBASSADOR

DECONTROL ON RECEIPT

E.O. 11652: N/A
TAGS: OGEN, SP
SUBJECT: FY-1980 GOAL/OBJECTIVES AND RESOURCE
MANAGEMENT (GORM) PROCESS

REF: STATE 063477

1. I HAVE REVIEWED AND APPROVED THE FOLLOWING ZERO BASE
BUDGET SUBMISSION FOR SPAIN:

2. PART I

A. FORM ZBB-1

(1) TOTAL U.S. PERSONNEL 62
(2) TOTAL FSL 117
(3) TOTAL PERSONNEL RESOURCES
AT THE MISSION 179

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(A) PACKAGE I (LINE 3 X 90 PERCENT) EQUALS 161
(B) PACKAGE II (LINE 3 X 95 PERCENT) EQUALS 170
(C) PACKAGE III (LINE 3 X 100 PERCENT) EQUALS 179
(D) PACKAGE IV (INCREASE OF 4 POSITIONS EQUALS 183

B. FORM ZBB-2 ZERO-BASE BUDGETING

- FY--1980
- PERSONNEL RESOURCE WORKSHEET

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
-	FY--1978	PACKAGE I	PACKAGE II						
-	AM. AMER.	AM. AMER.	AM. AMER.						
FUNCTION OFF STAFF FSL OFF STAFF FSL OFF STAFF FSL									
EXEC	6	4	4	5	4	4	1	-	-
POL/LAB	6	2	-	5	2	-	1	-	-
POL/MIL	2	1	-	2	1	-	-	-	-
SCIENCE	1	-	-	-	-	-	-	-	-
E/C	8	2	11	5	2	8	1	-	2
CONS	12	-	37	12	-	35	-	-	1
ADM	8	9	65	8	9	58	-	-	3
CENTRAL									
COMPL.									
(JOT)	1	-	-	1	-	-	-	-	-
TOTAL									
THIS									
PACKAGE	44	18	117	38	18	105	3	-	6
CUMUL.									
TOTAL	44	18	117	38	18	105	41	18	111

- (11) (12) (13) (14) (15) (16)
- PACKAGE III PACKAGE IV
- AM. AMER. AM. AMER.
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-	OFF. STAFF FSL	OFF. STAFF FSL			
EXEC	-	-	-	-	-
POL/LAB	-	-	-	-	1
POL/MIL	-	-	-	-	-
SCIENCE	1	-	-	-	1
E/C	2	-	1	-	-
CONS	-	-	1	1	-
ADM	-	-	4	1	-
CENTRAL					
COMPL.					
(JOT)	-	-	-	-	-
TOTAL					
THIS					
PACKAGE	3	-	6	2	2
CUMUL.					
TOTAL	44	18	117	46	119

C. FORM ZBB-3.
1. DECISION UNIT NAME: SPAIN.
2. PACKAGE I OF IV.
3. ACTIVITY DESCRIPTION:

AT A 90 PERCENT LEVEL I BELIEVE THE MISSION WOULD BE
CONSIDERABLY BELOW THE MINIMUM AT WHICH THE AMBASSADOR
COULD EFFECTIVELY AND FULLY CARRY OUT THOSE POLICY
OBJECTIVES AND GOALS WHICH HAVE BEEN ESTABLISHED FOR
HIM AND THE MISSION AT PRESIDENTIAL DIRECTIVE (SEE NOTE
BELOW), DEAL PROMPTLY AND SUCCESSFULLY WITH ISSUES WHICH
MAY SUDDENTLY ARISE AND ALSO MEET THE EVER INCREASING
REQUIREMENTS IMPOSED BY STATUTE. THERE WOULD BE A
REDUCTION IN OR ELIMINATION OF TRADE PROMOTION EFFORTS
AND IN ECONOMIC ANALYSIS ON WHICH EMPHASIS HAS RECENTLY
BEEN PLACED; IN POLITICAL ANALYSIS AND REPORTING, PARTICULARLY IN THE MULTILATERAL FIELD AT A TIME SPAIN IS
INCREASING ITS FOREIGN TIES; IN THE EXPERT AND EFFICIENT
HANDLING OF THE SCIENCE AND TECHNOLOGY PROGRAM AND
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EXCHANGES, A STATUTORY REQUIREMENT UNDER THE U.S.-
SPANISH TREATY OF FRIENDSHIP AND COOPERATION (UNLESS

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ACTION MMO-02

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FROM THE AMBASSADOR

DECONTROL ON RECEIPT

ICA WERE WILLING AND ABLE TO ASSUME THIS TASK); IN

PROMPT EXECUTION OF CONSULAR SERVICES; IN MUCH NEEDED ADMINISTRATIVE SERVICES FOR THE OVERALL WELFARE AND FUNCTIONING OF THE MISSION; AND LAST, BUT NOT LEAST, IN THE IMPORTANT AREA OF PROVIDING ESSENTIAL BACK-STOPPING SERVICES TO THE AMBASSADOR WITHIN HIS OWN OFFICE.

AT THIS LEVEL, THE 13 PERSON EXECUTIVE STAFF (5 OFFICERS, 4 STAFF AND 4 FSL'S) DOWN FROM THE CURRENT 14 COULD CONTINUE TO PROVIDE POLICY AND MANAGEMENT GUIDANCE AND SUPERVISION. ESSENTIAL PROTOCOL AND FORMAL REPRESENTATION FUNCTIONS IN SUPPORT OF GOALS 1 THROUGH 5 COULD ALSO BE PROVIDED. THE MAIN BURDEN OF THE REDUCTION WOULD BE BORNE BY THE AMBASSADOR WHO WOULD LOSE AN IMPORTANT INSTRUMENT FOR THE BACKSTOPPING OF HIS ACTIVITIES. HE WOULD INEVITABLY BECOME MORE INVOLVED IN DETAIL. OTHER ELEMENTS OF THE MISSION WOULD ALSO BE REQUIRED TO ASSUME SOME OF THE TASKS NOW LIMITED OFFICIAL USE

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ASSIGNED TO THE STAFF AIDE.

NOTE: THE MISSION'S GOALS AND OBJECTIVES ARE SET FORTH IN 77 STATE 295594.

THE SEVEN-PERSON POLITICAL SECTION, WITH THE LOSS OF 1 OFFICER (5 OFFICERS, 2 STAFF), WOULD BE ABLE TO CARRY ON A PROGRAM OF ANALYSIS, REPORTING AND REPRESENTATION IN SUPPORT OF GOALS 1 AND 5. HOWEVER, WORK READJUSTMENTS WOULD REQUIRE IT TO REDUCE ITS ANALYSIS OF AND REPORTING OF THE AIMS AND INTENTIONS OF SPANISH FOREIGN POLICY (LESS ABILITY TO SUPPORT GOALS 2 AND 5), AND ITS CONCENTRATION ON THE POLICIES, ATTITUDES AND FUTURE INTENTIONS OF POLITICAL PARTIES (LESS FOCUS ON GOAL 1). THE ONE FULL MAN YEAR NOW DEVOTED TO SPAIN'S LABOR DEVELOPMENTS MIGHT HAVE TO BE REDUCED TO THE EXTENT NECESSARY TO HELP COVER SOME OF THE REPORTING IN SUPPORT OF GOALS 2 AND 5 WHICH WOULD BE LOST BY THE REDUCTION IN THE POLITICAL SECTION. BIOGRAPHIC REPORTING COULD BE CONTINUED AT A SATISFACTORY, BUT NOT INCREASED, LEVEL.

THE 3 PERSON POLITICAL MILITARY AFFAIRS SECTION (2 OFFICERS, 1 STAFF) COULD CONTINUE TO SERVE AS THE FOCAL POINT FOR IMPLEMENTATION OF THE TREATY OF FRIENDSHIP AND COOPERATION AND COORDINATION OF THE POLITICAL ASPECTS OF OUR MILITARY RELATIONSHIP WITH SPAIN, AND ACTIVITIES IN PURSUIT OF GOALS 2 AND 3. HOWEVER, IT MIGHT BE REQUIRED TO TAKE ON EVEN FURTHER RESPONSIBILITY FOR REPORTING ON POLITICAL ATTITUDES OF THE MILITARY.

THE ECONOMIC/COMMERCIAL FUNCTION REDUCED BY 3 OFFICERS AND 3 FSL'S TO 15 EMPLOYEES (5 OFFICERS, 2 STAFF, 8

FSL'S) COULD MEET U.S. MINIMUM NEEDS FOR ECONOMIC ANALYSIS AND REPORTING AND REPRESENTATION IN SUPPORT OF LIMITED OFFICIAL USE

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GOAL 2 AND 5, AND THE FIRST PART OF GOAL 4. TRADE PROMOTION WORK (GOAL 4) WHICH WOULD BE CENTRALIZED IN MADRID WOULD INEVITABLY BE REDUCED IN ITS SERVICES TO COMMERCE AND TO BUSINESSMEN. THIS REDUCTION WOULD BE INCONSISTENT WITH PRESIDENTIAL DIRECTIVES ON EXPORT PROMOTION.

CONSULAR STAFFING WOULD BE CUT BACK BY 2 FSL'S TO 47 (12 OFFICERS, 35 FSL'S). AT THIS LEVEL OF STAFFING, THE CONSULAR SECTION AND 3 CONSTITUENT POSTS COULD, UNDER GREATER STRAIN THAN I THINK IS TOLERABLE AND WITH RISK OF REDUCED EFFICIENCY TO AND OF INCREASED CRITICISM BY THE PUBLIC, ISSUE

THE EXPECTED 45,000 NONIMMIGRANT AND 2,600 IMMIGRANT VISAS, AND PROVIDE BASIC PASSPORT AND CITIZENSHIP SERVICES TO 32,700 PERSONS AND HANDLE THE ESTIMATED 76,400 SPECIAL CONSULAR CASES, PRINCIPALLY PROTECTION AND WELFARE SERVICES TO AMERICAN CITIZENS. I AM STRONGLY OPPOSED TO ANY SUCH CUTS.

THE SCIENCE AND TECHNOLOGY OFFICE, UNDER THIS PACKAGE, WOULD BE ABOLISHED. AT PRESENT IT HAS NO TIME FOR CONTACT WITH SCIENTISTS AND SCIENCE REPORTING. ITS MAIN FUNCTION IS TO ADMINISTER THE SCIENCE AND TECHNOLOGY PROGRAM AND EXCHANGES UNDER THE TREATY OF FRIENDSHIP AND COOPERATION. ITS ABOLITION WOULD REQUIRE TRANSFERRING THIS RESPONSIBILITY TO ICA PROVIDED, OF COURSE, THAT ICA WOULD BE WILLING AND ABLE TO ABSORB THOSE FUNCTIONS. OTHERWISE, AN UNSATISFACTORY SOLUTION WOULD BE TO HAVE THESE FUNCTIONS PERFORMED BY TDY PERSONNEL FROM OES. IT SHOULD BE EMPHASIZED THAT THIS \$4.6 MILLION ANNUAL PROGRAM THROUGH 1981 IS A STATUTORY REQUIREMENT IMPOSED BY THE 1976 U.S.-SPANISH TREATY.

BASIC ADMINISTRATIVE SERVICES WOULD BE PROVIDED UNDER LIMITED OFFICIAL USE

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FM AMEMBASSY MADRID

TO SECSTATE WASHDC PRIORITY 4389

LIMITED OFFICIAL USE SECTION 03 OF 07 MADRID 04585

FROM THE AMBASSADOR

DECONTROL UPON RECEIPT

THIS PACKAGE OF 75 EMPLOYEES (8 OFFICERS, 9 STAFF, 58 FSL'S) DOWN FROM 82, AT THE EMBASSY AND CONSTITUENT POSTS. ALL SERVICES IN THE FIELDS OF SECURITY, COMMUNICATIONS PERSONNEL AND BUDGET/FISCAL WOULD CONTINUE AT CURRENT LEVELS. IN GENERAL SERVICES, HOUSING AND MAINTENANCE SERVICES (IMPORTANT FACTORS IN PERSONNEL MORALE) WOULD BE REDUCED, ALTHOUGH SOME NEEDS MIGHT BE MET BY NON-PERSONAL SERVICES CONTRACTS. THERE WOULD ALSO BE SHARP REDUCTION IN MOTOR POOL SERVICES WHICH WOULD BE TOLERABLE, PROVIDED LESS DEMAND WERE PLACED ON THE MISSION BY OFFICIAL VISITORS.

(4) RESOURCE REQUIREMENTS

- THIS
- PACKAGE FY-80
- FY-78 FY-79 ONLY CUMUL.

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OFFICERS	44	44	38	38
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STAFF	18	18	18	18
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FSL'S 117 117 105 105

TOTALS 179 179 161 161

(5) IMPACT ON POLICY GOALS, OBJECTIVES AND ESSENTIAL
ACTIVITIES:

THE BASIC STRUCTURE AND STAFFING WITH WHICH THE MISSION
SUPPORTS GOALS 1 THROUGH 5 WOULD REMAIN INTACT, BUT THE
MISSION'S EFFECTIVENESS IN THE PURSUIT OF GOALS 1, 2, 4
AND 5 AND IN THE PROVISION OF CONSULAR AND ADMINISTRATIVE
SERVICES WOULD BE REDUCED BEYOND PRUDENCE.

THIS MISSION HAS GONE FROM FACING A RELATIVELY STATIC
POLITICAL, ECONOMIC AND MILITARY SITUATION BEFORE FRANCO'S
DEATH TO A FLUID SITUATION IN WHICH MISSION ACTIVITIES
HAVE GREATLY INCREASED AND IMPORTANT UNITED STATES
INTERESTS ARE DAILY AT STAKE WITH A NET INCREASE OF ONLY
TWO AMERICAN POSITIONS. ONE INDICATOR OF THE INCREASE IN
THE MISSION'S ACTIVITIES IN THIS PERIOD IS THAT TOTAL
TELEGRAPHIC TRAFFIC HAS GONE UP FIVE-FOLD. THE LOSS OF
A POLITICAL OFFICER WOULD REDUCE OUR ABILITY TO MEET
GOALS 1, 2 AND 5 AT A TIME WHEN SPAIN'S SUCCESS IN
CONSOLIDATION OF DEMOCRATIC GOVERNMENT IS STILL AT A
BEGINNING, TESTING STAGE. THE LOSS OF THE STAFF AIDE
FROM THE EXECUTIVE OFFICE WOULD MEAN THAT MUCH DRAFTING,
FOLLOW-UP AND DIRECT SUPPORT INVOLVING MUCH DETAIL WOULD
HAVE TO BE TRANSFERRED TO OTHER SECTIONS OF THE MISSION,
WITH RESULTANT REDUCTION OF EFFICIENCY IN THE AMBASSADOR'S
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OFFICE

(INCLUDING UNNECESSARY PERSONAL CONCERN BY THE AMBASSADOR
OVER DETAIL CONNECTED WITH HIS ACTIVITIES) AND INCREASED
WORKLOAD ELSEWHERE. ELIMINATION OF 2 AMERICAN OFFICERS
AND 3 FSL'S IN THE ECON/COMMERCIAL FUNCTIONS WOULD ADVER-
SELY AFFECT MACRO-ECONOMIC ANALYSIS AND REPORTING AND
GREATLY REDUCE, IF NOT ELIMINATE, TRADE PROMOTION WORK
AT BARCELONA AND BILBAO. THE COUNTRY COMMERCIAL PROGRAM
AND TRADE PROMOTION WORK WOULD BE CURTAILED AND CENTRAL-
IZED IN MADRID, WITH SOME LOSS OF EFFECTIVENESS IN
PURSUING OBJECTIVE 4. ADMINISTRATION OF SCIENTIFIC AND
TECHNOLOGICAL EXCHANGE UNDER THE TREATY MIGHT CONTINUE
UNDER ICA OR BY TDY FROM WASHINGTON. IF NOT, THEN WE
WOULD BE UNABLE TO ABSORB IT INTO THE OTHER SECTIONS OF
THE EMBASSY. MOREOVER, THERE WOULD BE NO POTENTIAL FOR
SCIENCE REPORTING. HOWEVER, THE LATTER, WHILE DESIRABLE,
IS NOT INDISPENSABLE TO THE ACHIEVEMENT OF U.S. INTER-

ESTS. LOSS OF A CONSULAR LOCAL IN THE BARCELONA DISTRICT WOULD MEAN CURTAILED PROTECTION AND WELFARE SERVICES TO AMERICAN RESIDENTS AND TOURISTS THERE. IN ADMINISTRATION, HOUSING ASSISTANCE TO PERSONNEL OF ALL AGENCIES WOULD BE ELIMINATED, THEREBY RE-CREATING THE MORALE PROBLEM PREVIOUSLY EXISTING OVER THE LACK OF SUCH SERVICE. MOTOR POOL SERVICES WOULD BE CURTAILED SHARPLY, REQUIRING THE USE OF TAXIS TO AND FROM THE AIRPORT AND FOR TRANSPORT OF EMBASSY OFFICERS AND OFFICIAL VISITORS ON OFFICIAL BUSINESS; AND SOME REDUCTION IN THE QUALITY OF BUILDING MAINTENANCE WOULD OCCUR.

1. SPAIN.

2. PACKAGE II OF IV.

3. ACTIVITY DESCRIPTION:

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AT THIS (95 PERCENT) LEVEL, THE EXECUTIVE STAFF WOULD BE RESTORED TO THE CURRENT LEVEL PROVIDING THE AMBASSADOR

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ACTION MMO-02

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FM AMEMBASSY MADRID

TO SECSTATE WASHDC PRIORITY 4390

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FROM THE AMBASSADOR

DECONTROL UPON RECEIPT

WITH THE NEEDED DETAILED BACKSTOPPING AND RELIEVING OTHER OFFICES FROM HAVING TO HANDLE MANY OF THE DETAILED MATTERS OTHERWISE HANDLED BY THE STAFF AIDE. WITH THE RESTORATION OF A POLITICAL OFFICER POSITION, OUR ABILITY FULLY TO MEET GOALS 1, 2 AND 5 WOULD ALSO BE RESTORED. THE RESTORATION OF A COMMERCIAL LOCAL EMPLOYEE EACH FOR MADRID AND BARCELONA WOULD PROVIDE FOR MORE TRADE PROMOTION CAPABILITY, AND RESTORE A MINIMUM COMMERCIAL PROGRAM IN BARCELONA, IN SUPPORT OF GOAL 4. RESTORATION OF A CONSULAR LOCAL EMPLOYEE IN MADRID WOULD HELP AVOID BACKLOGS AND HELP ASSURE PROMPT PUBLIC SERVICE. RESTORATION OF THREE LOCAL POSITIONS IN ADMINISTRATION WOULD PERMIT (A) CONTINUATION OF OUR HOUSING ASSISTANCE PROGRAM, (B) BUILDING MAINTENANCE SERVICES AT THE PRESENT LEVEL AND (C) SOME IMPROVEMENT IN OUR GROUND TRANSPORTATION SERVICES FOR OFFICIAL VISITORS, EMPLOYEES ON OFFICIAL BUSINESS AND ADMINISTRATIVE SUPPORT.

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4. RESOURCE REQUIREMENTS:

-	--	HIS PACKAGE		FY-80
-	FY-78	FY-79	ONLY	CUMUL.
OFFICERS	44	44	3	41
STAFF	18	18	-	18
FSL'S	117	117	6	111
TOTALS	179	179	9	170

5. IMPACT ON CURRENT U.S. POLICY GOALS, OBJECTIVES AND ESSENTIAL ACTIVITIES:

THERE WOULD CONTINUE TO BE A DIMINUTION IN OUR ECONOMIC ANALYSIS AND REPORTING PROGRAM AND LIMITATIONS ON THE COMMERCIAL AND TRADE PROMOTION PROGRAMS. THE RESPONSIBILITIES OF THE SCIENCE AND TECHNOLOGY OFFICER WOULD BE AFFECTED AS STATED IN PACKAGE 1.

ADMINISTRATIVE SERVICES NEEDED TO SUPPORT THE MISSION IN MADRID AND BARCELONA WOULD BE REDUCED, AND SOME MAINTENANCE SERVICES DEFERRED OR DELAYED. CONSULAR SERVICES TO THE PUBLIC IN THE BARCELONA DISTRICT WOULD BE REDUCED AT SOME INCONVENIENCE TO AMERICAN CITIZENS.

1. DECISION UNIT NAME: SPAIN.

2. PACKAGE III OF IV.

3. ACTIVITY DESCRIPTION:

AT THIS LEVEL, WITH THE RESTORATION OF THREE AMERICAN
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OFFICERS AND SIX LOCAL EMPLOYEES, THE MISSION WOULD BE
ABLE TO CONTINUE ACTIVITIES CURRENTLY CONDUCTED TO
SUPPORT AGREED GOALS AND OBJECTIVES.

THE RESTORATION OF THE TWO COMMERCIAL OFFICERS IN MADRID
AND BARCELONA AND THE LOCAL ECONOMIC ASSISTANT IN BILBAO
WOULD ALLOW A MORE SATISFACTORY LEVEL OF ECONOMIC AND
TRADE PROMOTION ACTIVITIES IN SUPPORT OF GOALS 2, 4 AND 5.

WITH THE RESTORATION OF THE SCIENCE OFFICER IN MADRID,
WE WOULD BE ABLE TO CONTINUE OUR SCIENCE AND TECHNOLOGY
PROGRAM UNDER A STATE DEPARTMENT OFFICER, WITH GREATER
EXPERTISE IN THE FIELD OF SCIENCE AND TECHNOLOGY.

THE RESTORATION OF FIVE LOCAL EMPLOYEES UNDER ADMINIS-
TRATION WOULD ALLOW THE CONTINUATION OF CURRENT SERVICES
TO ALL AGENCIES AT A MINIMUM OF THE DESIRED LEVEL.

4. RESOURCE REQUIREMENTS:

- THIS
- PACKAGE FY-80
- FY-78 FY-79 ONLY CUMUL.

OFFICERS	44	44	3	44
----------	----	----	---	----

STAFF	18	18	-	18
-------	----	----	---	----

FSL'S	117	117	6	117
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TOTAL	179	179	9	179
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5. IMPACT ON POLICY GOALS, OBJECTIVES AND ESSENTIAL
ACTIVITIES:

ALL ESSENTIAL ECONOMIC/COMMERCIAL FUNCTIONS WOULD CONTINUE
TO BE PERFORMED AT AN ADEQUATE LEVEL TO SUPPORT THE
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FM AMEMBASSY MADRID
TO SECSTATE WASHDC PRIORITY 4391

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FROM THE AMBASSADOR

DECONTROL ON RECEIPT

FOLLOWING ACTIVITIES: ANALYZING AND REPORTING ECONOMIC DEVELOPMENTS WHICH AFFECT THE SPANISH POLITICAL SCENE OR U.S. TRADE AND INVESTMENT INTERESTS (GOAL 5); PROMOTING BILATERAL TRADE; ASSISTING U.S. INVESTORS; RESOLVING DIFFERENCES WITH THE SPANISH GOVERNMENT ON ECONOMIC ISSUES; AND INFLUENCING SPAIN TO SUPPORT U.S. POSITIONS IN INTERNATIONAL ECONOMIC ORGANIZATIONS, IN SUPPORT OF GOAL 4.

THE SCIENCE AND TECHNOLOGY PROGRAM AND EXCHANGES WOULD CONTINUE UNDER THE PRESENT ARRANGEMENTS, I.E. THIS STATE DEPARTMENT FUNCTION WOULD BE PERFORMED BY A QUALIFIED SCIENCE OFFICER OF THE DEPARTMENT OF STATE. CONSULAR SERVICES TO AMERICANS IN THE BARCELONA DISTRICT WOULD BE PROVIDED AT THE CURRENT LEVEL TO ASSURE PROMPT ASSISTANCE AND ESSENTIAL SERVICES TO THE PUBLIC.

LOCAL STAFFING IN ADMINISTRATION WOULD BE PROVIDED TO
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MEET THE ADMINISTRATIVE SUPPORT NEEDS OF THE MISSION IN MADRID AND CONSULATE GENERAL BARCELONA ON A LEAN BUT ADEQUATE BASIS.

1. DECISION UNIT NAME: SPAIN.

2. PACKAGE IV OF IV.

3. ACTIVITY DESCRIPTION:

TWO NEW AMERICAN AND TWO LOCAL POSITIONS ARE REQUESTED IN THIS PACKAGE AS FOLLOWS:

CONSULAR OFFICER, MADRID, FSO-6.
ASSISTANT GSO, MADRID, FSO-5.
POLITICAL/LABOR SPECIALIST, MADRID, FSL-8.
SCIENCE SECRETARY, MADRID, FSL-5.

WITH INCREASING DEMAND BEING PLACED ALMOST DAILY ON CONSULAR OFFICES, AN AMERICAN CONSULAR OFFICER POSITION IS NEEDED NOW IN THE CONSULAR SECTION OF THE EMBASSY IN MADRID TO: (A) PERFORM VISA SERVICES FOR AN INCREASING NUMBER OF VISITORS TO THE UNITED STATES; (B) PROVIDE PASSPORT CITIZENSHIP AND PROTECTION AND WELFARE SERVICES TO AMERICAN CITIZENS, INCLUDING IMPLEMENTATION OF OUR PROGRAM OF MONTHLY VISITS TO AMERICANS IN PRISON IN SPAIN (SEE CONSULAR PACKAGE MADRID 02122 DATED 2/15/78 FOR PROJECTED CONSULAR WORKLOADS AND FULL JUSTIFICATION).

AN AMERICAN ASSISTANT GSO POSITION IS REQUESTED FOR THE EMBASSY ADMINISTRATIVE SECTION TO PROVIDE INCREASED AMERICAN MANAGEMENT AND SUPERVISORY OVERSIGHT TO THE GENERAL SERVICES OPERATIONS AT THIS CLASS I MISSION. THE LIMITED OFFICIAL USE

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TEMPO, WORKLOAD AND NUMBER OF SUPPORTED AGENCIES HAVE INCREASED MARKEDLY IN THE YEARS SINCE 1974 WHEN THIS POSITION WAS ABOLISHED. TWO NEW EMBASSY ORGANIZATIONS HAVE BEEN CREATED WITH ADMINISTRATIVE SUPPORT PROVIDED BY THE EMBASSY ADMINISTRATIVE SECTION CONSISTING OF THE COMBINED MILITARY COORDINATION AND PLANNING STAFF HEADED BY A MAJOR GENERAL WITH A PROJECTED STAFFING OF 35, AND AN FAA OFFICE OF 5 AMERICANS. SINCE THE DEATH OF FRANCO IN 1975 A NEW ERA BEGAN IN SPAIN WITH SHARP IMPACT ON MISSION GOALS, OBJECTIVES AND LEVEL OF ACTIVITY AND THEREFORE ORGANIZATION. THIS HAS RESULTED IN INCREASED SUPPORT DEMANDS WHICH STRAIN THE EXISTING ADMINISTRATIVE OFFICE STAFFING. A STATISTIC WHICH PARTIALLY REFLECTS THIS INCREASED WORKLOAD IS THE NUMBER OF OFFICIAL TELE-

GRAMS SENT AND RECEIVED BY THE ADMINISTRATIVE SECTION:
IN 1974 2,200; IN 1977 10,800. THE GREATEST WORKLOAD
STRAINS ARE ON THE ADMINISTRATIVE COUNSELOR AND THE GSO.
WE THEREFORE REQUEST THE RECLASSIFICATION OF THE GSO
POSITION FROM FSO-4 TO FSO-3 TO REFLECT ASSIGNMENT OF
SOME ADMINISTRATIVE OFFICER DUTIES TO THIS POSITION, AND
THE ESTABLISHMENT OF A NEW ASSISTANT GSO POSITION FSO-5
TO PROVIDE RELIEF TO THE SUPERVISORY GSO AND ABSORB THE
INCREASED GSO WORKLOAD.

OUR POLITICAL SECTION NOW PROVIDES LESS REPORTING THAN IS
NEEDED IN SOME AREAS OF USG INTEREST, SUCH AS HUMAN
RIGHTS, SOCIAL INSTITUTIONS AND FORCES, BIOGRAPHIC
PROFILES, AND THE POLITICAL ATTITUDES OF THE MILITARY.
IN ORDER TO MEET HEAVY OPERATIONAL DEMANDS AS SPAIN MOVES
TO A FREE LABOR SITUATION FOR THE FIRST TIME IN FORTY
YEARS, OUR LABOR ATTACHE MUST SLIGHT BASIC REPORTING AND
ANALYSIS. VALUABLE POLITICAL AND LABOR OFFICER TIME IS
NOW CONSUMED BY SOME FUNCTIONS WHICH COULD BE PERFORMED
BY A POLITICAL/LABOR PROFESSIONAL LOCAL EMPLOYEE. TO
RELIEVE THIS SITUATION, PROVIDE FOR HIGHEST PRIORITY USE
OF OUR LIMITED POLITICAL OFFICERS, AND PERMIT MORE
LIMITED OFFICIAL USE

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REPORTING ON THE MENTIONED AREAS OF INTEREST, THE EMBASSY
REQUIRES A PROFESSIONAL LOCAL EMPLOYEE POSITION. THE
INCUMBENT WOULD FOLLOW PRESS AND PROFESSIONAL LABOR
PUBLICATIONS; MAINTAIN LOW-LEVEL CONTACTS IN THE GOVERN-

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ACTION MMO-02

INFO OCT-01 EUR-12 ISO-00 CIAE-00 DODE-00 PM-05 H-01
INR-10 L-03 NSAE-00 NSC-05 PA-01 SP-02 SS-15
ICA-11 SIG-03 A-01 IO-13 EB-08 AID-05 OMB-01
TRSE-00 ABF-01 AGRE-00 /100 W
-----096258 282132Z /70

P 281310Z APR 78
FM AMEMBASSY MADRID
TO SECSTATE WASHDC PRIORITY 4392

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FROM THE AMBASSADOR

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MENT, POLITICAL PARTIES AND LABOR UNIONS; ATTEND SESSIONS OF PARLIAMENT OF PARTICULAR INTEREST; ATTEND LABOR CONVENTION MEETINGS; PROVIDE INPUT TO BIOGRAPHIC REPORTING; AND DO UNCLASSIFIED TRANSLATIONS OF IMPORTANT DOCUMENTS FOR THE POLITICAL SECTION.

THE SECRETARIAL SUPPORT FOR THE SCIENCE ATTACHE IS REQUIRED IN SUPPORT OF SCIENTIFIC AND TECHNOLOGICAL EXCHANGES UNDER THE TREATY, AND FOR THE SCIENCE PROGRAM IN GENERAL. THIS SUPPORT IS NOW PROVIDED BY ICA BUT COULD BE TERMINATED OR WITHDRAWN AT ANY TIME; IN ANY CASE, IT IS A STATE DEPARTMENT FUNCTION. A LOCAL SECRETARIAL POSITION FOR THE SCIENCE ATTACHE IS REQUIRED FOR THIS PURPOSE.

4. RESOURCE REQUIREMENTS:

- THIS
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- PACKAGE FY-80
- FY-78 FY-79 ONLY CUMUL.

OFFICERS 44 44 2 46

STAFF 18 18 - 18

FSL'S 117 117 2 119

TOTALS 179 179 4 183

5. IMPACT ON U.S. GOALS, PRIORITIES AND ESSENTIAL ACTIVITIES:

THE ADDITIONAL RESOURCES REQUESTED HEREIN WOULD PROVIDE FOR AUGMENTED POLITICAL REPORTING AND MORE EFFECTIVE USE OF VALUABLE OFFICER RESOURCES IN THE POLITICAL SECTION IN SUPPORT OF GOALS 1, 2 AND 5; IN THE CONSULAR SECTION IT WOULD PERMIT GREATER ASSURANCE OF THE MAINTENANCE OF A SATISFACTORY LEVEL OF STATUTORY SERVICES AND SERVICES TO THE PUBLIC FOR AN INCREASING NUMBER OF VISITORS TO THE

U.S. AND AMERICAN VISITORS TO SPAIN WHO REQUIRE CONSULAR SERVICES; IN THE SCIENCE OFFICE IT WOULD ASSURE CONTINUED PROPER AND ADEQUATE ADMINISTRATION OF THE SCIENCE AND TECHNOLOGY EXCHANGE PROGRAM UNDER THE TREATY; AND IN THE ADMINISTRATIVE SECTION IT WOULD PROVIDE BADLY-NEEDED CAPABILITY TO INCREASE SUPERVISORY CAPABILITY FOR MANAGEMENT AND ADMINISTRATIVE SUPPORT FOR THE ENTIRE MISSION.

6. THE ABOVE IS MY PREFERRED RESOURCE PACKAGE, BEARING IN MIND THE GREATLY INCREASED REQUIREMENTS LEVIED ON THE MISSION OVER THE PAST THREE YEARS.
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D. COMMENT ON NON-SALARY RESOURCES:

APPROXIMATELY 93 PERCENT OF STATE DEPARTMENT EXPENDITURES IN SPAIN ARE DIRECTLY RELATED TO LOCAL AND AMERICAN EMPLOYMENT: 58 PERCENT FOR LOCAL SALARIES AND BENEFITS AND AMERICAN ALLOWANCES, AND AN ADDITIONAL 35 PERCENT FOR EXPENSES DIRECTLY RELATED TO POSITION EMPLOYMENT. ALTHOUGH 7 PERCENT OF OUR FINANCIAL RESOURCES ARE FOR EXPENSES CONTROLLABLE AT THE POST LEVEL, THE NEED FOR THESE EXPENDITURES IS DIRECTLY RELATED TO THE GEOGRAPHICAL AND GEOPOLITICAL MAKE-UP OF THE COUNTRY, THE NATURE OF OUR MISSION, THE NUMBER OF AGENCIES ATTACHED, AND THE NUMBER OF PERSONNEL SUPPORTED. INCLUDED IN OUR CONTROLLABLE RESOURCES ARE \$7,800 FOR COMMERCIAL ACTIVITIES; \$67,000 FOR FIELD TRAVEL; \$133,000 FOR EQUIPMENT AND FURNISHINGS; AND \$45,000 FOR REPRESENTATION.

1. IF FINANCIAL RESOURCES WERE BELOW FY-1978 FUNDING, AND OUR MISSION AND PERSONNEL RESOURCES REMAINED AT OR ABOUT THE CURRENT LEVEL, WE WOULD HAVE TO CUT SOME OR ALL OF THE CONTROLLABLE EXPENDITURES. THIS REDUCTION IN FUNDING WOULD AFFECT ALL ESSENTIAL PROGRAMS AND ACTIVITIES OF THE MISSION. ANY REDUCTION IN OUR EQUIPMENT AND FURNITURE REPLACEMENT PROGRAM WOULD RESULT IN INCREASED EXPENDITURES IN FUTURE YEARS. REDUCING FIELD TRAVEL, COMMERCIAL ACTIVITIES, AND/OR REPRESENTATION WOULD RENDER LESS EFFECTIVE THOSE TOOLS WHICH ARE NEEDED TO EXECUTE THE POLICY GOALS AND OBJECTIVES WHICH HAVE BEEN SET.

2. WITH THE CURRENT LEVEL OF RESOURCES ADJUSTED TO INCLUDE INCREASES ONLY FOR WAGE AND PRICE INCREASES, THE MISSION COULD CONTINUE THE PROGRAMS AND ACTIVITIES AT A MINIMUM ACCEPTABLE LEVEL OF OPERATION.

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ACTION MMO-02

INFO OCT-01 ISO-00 EUR-12 CIAE-00 DODE-00 PM-05 H-01
INR-10 L-03 NSAE-00 NSC-05 PA-01 SP-02 SS-15
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TRSE-00 ABF-01 AGRE-00 (ISO) W
-----002897 022303Z /65/70

P 281310Z APR 78
FM AMEMBASSY MADRID
TO SECSTATE WASHDC PRIORITY 4393

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C O R R E C T E D C O P Y (MRN SHUD READ 4585)

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END OF PART I. PART II IS BEING TRANSMITTED IN SEPTEL.
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Message Attributes

Automatic Decaptioning: X
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Decaption Note:
Disposition Action: RELEASED
Disposition Approved on Date:
Disposition Case Number: n/a
Disposition Comment: 25 YEAR REVIEW
Disposition Date: 20 Mar 2014
Disposition Event:
Disposition History: n/a
Disposition Reason:
Disposition Remarks:
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Executive Order: N/A
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Format: TEL
From: MADRID
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Original Previous Handling Restrictions: n/a
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Previous Handling Restrictions: n/a
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Review Media Identifier:
Review Release Date: N/A
Review Release Event: n/a
Review Transfer Date:
Review Withdrawn Fields: n/a
SAS ID: 2947718
Secure: OPEN
Status: NATIVE
Subject: FY-1980 GOAL/OBJECTIVES AND RESOURCE MANAGEMENT (GORM) PROCESS
TAGS: OGEN, AFSP, AMGT, ABUD, SP
To: STATE
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vdkgvwkey: odhc://SAS/SAS.dbo.SAS_Docs/a48112ad-c288-dd11-92da-001cc4696bcc
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